

Missouri Citizens' Commission on Compensation for Elected Officials

November 25, 2014

The Honorable Jason Kander Secretary of State 600 West Main Street Jefferson City, MO 65102

Russ Hembree
Director, Joint Committee on Legislative Research
Reviser of Statutes
117-A State Capitol Building
201 W. High Street
Jefferson City, MO 65101

Dear Secretary of State Kander and Mr. Hembree:

Article XIII, section 3 of the Missouri Constitution requires that the Missouri Citizens' Commission on Compensation for Elected Officials file its report no later than December 1.

The Commission hereby files its report. The report is attached and contains the schedule of compensation required.

Mr. Charlie Schlottach

Chair

OF

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STATE OF MISSOURI



Report of the Missouri Citizens' Commission on Compensation for Elected Officials

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A. INTRODUCTION

Pursuant to article XIII, section 3 of the Missouri Constitution, we submit to and file with your office the report and compensation schedule of the Missouri Citizens' Commission on Compensation for Elected Officials

It has been the distinct honor for those of us who have been appointed to this Commission to serve the citizens of Missouri and to fulfill our responsibilities under the Missouri Constitution. The Citizens' Commission consists of 21 members. Eight members of the Commission were selected at random by the secretary of state from each congressional district from the registered voter rolls, twelve members were appointed by the governor, and one member is a retired judge appointed by the judges of the Supreme Court. The composition of the Commission reflects the diversity of our great state. By design, representation was drawn from all regions of the state and each member that participated gave focused attention to the task. As a result, unanimity of opinion was not achieved. Recognizing this, the Commission worked diligently to fairly strike that balance between adequate compensation and budgetary restraints, and consensus was reached for each compensation decision outlined in this report.

Because there were no members appointed or selected for the commission in 2012, no report was filed that year. Knowing this, our Commission was determined to meet with due diligence and to contribute the time and effort necessary, without compensation, to fulfill our constitutional obligations as commissioners for the public good. A list of the Commission's duly appointed members is included with the attached report. Our primary obligation is to the citizens and taxpayers of Missouri to put forth our best efforts to compensate our state's leaders—who have not received increased compensation for the last seven years—in a fair and equitable way with deference to budget constraints, economic conditions, and the ability of the state to sufficiently fund vital services.

This Commission believes that the elected officials of our state in the executive and legislative branches should now be given due compensation for their commitment to public service and recommends compensation levels that will encourage and allow Missouri citizens to consider a public servant role in the State of Missouri. There are and will always be sacrifices to public service, but compensation levels should not be so low as to discourage the majority of citizens from participation. The Commission has taken notice of the disparity that currently exists between amounts paid to both the General Assembly and statewide elected officials, and the responsibility associated with each of these positions.

Based on testimony from witnesses and an analysis of evidence considered by the Commission, the Commission has determined that compensation for these offices does not correctly reflect their required responsibilities. Members of the General Assembly are not only defenders of the Missouri Constitution, but they are also expected to understand complicated public policy issues, including such issues as education and health care. The Commission also notes that the legislature is called upon to wrestle with complicated fiscal issues such as balancing Missouri's 27 billion dollar budget. Much is expected of our

public office holders and appropriate compensation for these critical positions is essential if we are to encourage Missouri citizens to consider public office.

While we are also required to review the compensation of judges, the 2010 Commission recommended the compensation of judges be aligned with the commensurate judicial position in the federal system based upon the similarity of work. We feel that the recommendation was fair and equitable; therefore, our recommendation of compensation for judges remains as it was in the 2010 recommendation.

Our Commission met and held four public hearings across the state to hear testimony about this important subject. The Commission believes that the compensation of all elected officials subject to this report is a lower remittance for positions of this importance. Based on available data, our elected officials are underpaid based upon duties and responsibilities associated with like positions throughout the nation. A significant minority of the Commission believes that the current economic conditions and the accompanying budget constraints on essential services make it challenging to recommend any increase in salaries for state officials at this time in excess of the COLA that the budget and appropriation process makes available to all state employees. However, additional data from the 2014 Moody's analysis provides that Missouri's economic recovery is accelerating in line with the national average and that Missouri will strengthen over the next several quarters due to an improvement in the job market. This analysis suggests to a majority of the Commission that the future economic state of Missouri now will permit the consideration of justifiable changes in compensation levels of elected officials based upon relative merit and comparable data.

The Commission urges every member of the General Assembly to consider this report in that context, knowing that a democracy can only be as strong as its most vulnerable citizens. Should we on this Commission, and those persons in the General Assembly, not do all we can to ensure all elected officials are as fairly compensated as can be reasonably expected? We believe we owe the citizens of this state nothing less.

B. OFFICIAL SCHEDULE OF COMPENSATION

FOR MEMBERS OF THE GENERAL ASSEMBLY
 This schedule specifically authorizes a two year compensation approach for each member of the General Assembly.

The compensation payable to all members of the State of Missouri General Assembly for fiscal years beginning July 1, 2015 and July 1, 2016 shall be increased by \$2000 each year, for a total increase of \$4000. This equates to approximately an 11% total increase over the two-year period for senator and representative positions. The percentage increase is slightly lower for leadership as the Commission recommends increasing compensation by the same dollar amount for all members in order to maintain the leadership differentials outlined in Sec. 21.140, RSMo. The following chart shows the specific dollar amounts each General Assembly member position shall be paid in each year.

General Assembly Members	FY 2016	FY 2017
Senators	\$37,915	\$39,915
Senate President Pro Tem	\$40,415	\$42,415
Senate Majority Floor Leader	\$39,415	\$41,415
Senate Minority Floor Leader	\$39,415	\$41,415
Representatives	\$37,915	\$39,915
Speaker of the House	\$40,415	\$42,415
Speaker Pro Tem of the House	\$39,415	\$41,415
House Majority Floor Leader	\$39,415	\$41,415
House Minority Floor Leader	\$39,415	\$41,415

The total additional cost to the state of Missouri for the recommended salary adjustments to all General Assembly members is \$394,000 in FY 2016 and an additional \$394,000 in FY 2017.

To the extent members of the General Assembly are entitled to receive a per diem, they shall receive 100% of the standard federal per diem established by the Internal Revenue Service for Jefferson City.

To the extent members of the General Assembly are entitled to receive any mileage reimbursement, they shall receive 100% of the standard mileage rate established by the Internal Rovenue Service.

2) FOR STATEWIDE ELECTED OFFICIALS

This schedule specifically authorizes a two year compensation approach for all statewide elected officials

The compensation payable to the Governor of the State of Missouri for fiscal years beginning July 1, 2015 and July 1, 2016 shall be increased 8% each year, which brings the salary equivalent to \$144,527 for FY 2016 and \$156,089 for FY 2017.

The compensation payable to the Lieutenant Governor of the State of Missouri for fiscal years beginning July 1, 2015 and July 1, 2016 shall be increased by \$4,757 each year, for a total increase of \$9,514. This equates to approximately an 11% total increase over the two-year period of FY 2016 and FY 2017. The Commission bases its recommendation for the Lieutenant Governor's salary adjustment on the position's responsibilities as ex officio president of the senate. The Commission believes the most equitable salary adjustment is one that is in proportion to the Commission's recommended salary adjustment for the General Assembly members.

The compensation payable to the Attorney General of the State of Missouri for fiscal years beginning July 1, 2015 and July 1, 2016 shall be increased by 8% each year, which brings the salary equivalent to \$125,752 for FY 2016 and \$135,812 for FY 2017.

The compensation payable to the State of Missouri Treasurer, the Missouri Secretary of State, and the State of Missouri Auditor for fiscal years beginning July 1, 2015 and July 1, 2016 shall be increased 8% each year, which brings the salary equivalent to \$116,366 for FY 2016 and \$125,675 for FY 2017.

The total additional cost to the state of Missouri for the recommended salary adjustments to all statewide elected officials is \$50,638 in FY 2016 and an additional \$54,306 in FY 2017.

To the extent statewide elected officials are entitled to receive a per diem, they shall receive 100% of the standard federal per diem established by the Internal Revenue Service for Jefferson City.

To the extent statewide elected officials are entitled to receive any mileage reimbursement, they shall receive 100% of the standard mileage rate established by the Internal Revenue Service.

FOR JUDGES

This schedule specifically authorizes a compensation structure identical to the recommendation in the 2010 report. The state judges' salaries shall be indexed to the commensurate judicial position in the federal system.

Official Schedule of Judicial Salaries for Fiscal 2015 - 2017

Fiscal	Chief Justice	Supreme Court Judge	Court of Appeals	Circuit Judge	Associate Circuit Judge
2015	\$176,295	\$168,636	\$154,176	\$145,343	\$133,716
2016	\$178,089	\$170,292	\$155,709	\$146,803	\$135,059
2017*	69% of federal chief justice salary	69% of federal Supreme Court associate justice salary	73% of federal circuit court of appeals judge salary	73% of federal district court judge salary	73% of federal magistrate salary

2017* Due to the federal fiscal calendar, a potential judicial increase will not be available until October 2017 but will remain at the above referenced percentage rate.

To the extent judges are entitled to receive a per diem, they shall receive 100% of the standard federal per diem established by the Internal Revenue Service for Jefferson City.

To the extent judges are entitled to receive any mileage reimbursement, they shall receive 100% of the standard mileage rate established by the Internal Revenue Service.

C. CONCLUSION

The members of the Commission had the opportunity to review the 2008 and 2010 reports of the previous commissions and quickly understood the daunting task at hand. Without regard to the political affiliations of any current legislative or executive office holder, the Commission respectfully examined the value of each of these positions relative to their respective responsibilities. The statewide elected appointments are full-time positions and, when compared with similar private or public entities, the Commission determined that these positions are substantially underpaid for the responsibilities required. Indeed, the Commission here notes one such example of this pay disparity: currently in FY 2015, the compensation for full-time county prosecutors in Missouri exceeds the salary of the Attorney General by almost \$18,000.00 (approximately 15%). (Sec. 56.265.1, RSMo).

Additionally, the Commission determined that although the legislator position may appear to be a parttime role in a citizens' legislature, the time required for the person elected to one of these positions is most often a full-time responsibility. The position entails more than just a January to mid-May, Monday through Thursday schedule. Constituents need their legislators available for comments, concerns, and assistance year-round.

The Commission accepted the comparative salary information, the constitutional duties for the elected positions, and other relevant data requested and provided in its consideration of appropriate compensation. We noted that the statewide elected officials and legislators have foregone raises for the past seven years. This information provided the basis for the analysis of the salary gaps existing between Missouri public servants and other states' public servants and private entities. Therefore, we feel it is important to begin a process of compensating these individuals an appropriate "worth value" for their services, and this is the first step toward resolving such inequities.

In addition to the foregoing summary of its activities and the adoption of the constitutionally mandated schedule of compensation for statewide elected officials, members of the General Assembly, and Article V Judicial Department, this Commission believes as did the 2010 Commission, that greater care should be given to the process and timing of the constitution of the Commission and more time should be allowed for the Commission to organize and to receive and analyze information in a more deliberative fashion. Additional time would also afford the general public with a fair and ample opportunity to offer public testimony. During the short window of time, the Commission heard from two public witnesses (as compared with zero in 2010). The citizenry needs and deserves a more meaningful opportunity to participate in this important process.

The Commission would also benefit from formal testimony or communication from each of the state's constitutional officers, from a representative of the state's judiciary, and from the leadership from both houses of the General Assembly. Information from these officers will provide the Commission with a deeper understanding of their view of these issues. Although their testimony would in no way bind the deliberations of the Commission, their perspectives would serve to better inform the Commission.

This Commission met five times, including four public hearings and one final voting meeting. The meeting information is referenced in Section D of this report, which also includes a list of the Commission members.

The Commission wishes to thank those persons who testified before this body, providing invaluable information to the Commission. We hope that this report is given appropriate consideration to achieve a

fair and equitable compensation for our Missouri leaders, with the expectation that it will encourage and allow even more Missouri citizens to consider a public servant role.

D. MEETING INFORMATION AND COMMISSION MEMBERSHIP

The Commission met and received testimony at four public meetings as required by the constitution:

November 10, 2014
 1PM
 Harry S Truman Building
 301 W. High, Room 510
 Jefferson City, MO

Springfield, MO

- November 12, 2014
 IPM
 Missouri Dept. of Natural Resources
 2040 West Woodland
- November 14, 2014
 1PM
 Wainwright State Office Bldg.
 111 N. 7th Street, Room 923
 St. Louis, MO
- November 18, 2014
 10AM
 Fletcher Daniels State Office Building
 615 East 13th Street, Room 503
 Kansas City, MO
- 5. November 25, 2014 9AM Harry S Truman Building 301 W. High, Room 510 Jefferson City, MO

The members of the 2014 Citizens' Commission on Compensation are:

James B. Anderson (D), of Springfield;
Daniel Clemens (R), of Marshfield;
Larry G. Forkner (R), of Richards;
Jon R. Gray (D), of Kansas City;
Gary R. Jones (D), of O'Fallon;
Daniel B. Linza Sr. (R), of Kirkwood;
Gary Dalton Murphy, III (D), of Bernie;
Robert E. Perry (R), of Bowling Green;
J. Michael Ponder (D), of Cape Girardeau;
Charles Schottach (R), of Owensville;
Lynn Wallis (R), of Cuba;

Judy M. Wright (D), of Turney;
Kristin Alexander (D), of Independence;
Tamara Daughtrey (D), of Bolivar;
Gwenda Hawk (R), of Parkville;
Neal Newland (R), of Union;
Carol Roeder (D), of Ballwin;
Ralph Smith (R), of Amsterdam;
Kathleen Warren (R), of Valles Mines;
Katherine Whipple (D), of St. Louis, and
Booker T. Shaw, of St. Louis.

E. ADDITIONAL INFORMATION

Attached to this report is the informational report provided to the Commission before it began meeting. This informational report formed a basis for many of the Commission's discussions.

Highest		of Missouri Judicial Sala Appellate (Trial Court	
California	\$221,292	California	\$207,463	District of Columbia	\$199,100
titinois	\$213,552	Minois	\$200,992	Hawaii	\$185,736
District of Columbia	\$211,200	Hawaii	\$190,988	Illinois	\$184,436
Hawaii	\$206,184	Pennsylvania	\$188,903	Alaska	\$183,252
Pennsylvania	5200,205	Alaska	\$187,236	California	\$181,292
Alaska	\$198,192	Alabama	\$178,878	Delaware	\$180,233
Delaware	\$191,860	New Jersey	\$175,534	Pennsylvania	\$173,791
Virginia	\$188,949	Virginia	\$173,177	New York	\$167,000
New Jersey	\$185,482	Tennessee	\$171,108	Tennessee	\$165,204
New York	\$184,800	New York	\$170,700	New Jersey	\$165,000
Alabama	\$180,005	Georgia		Virginia	\$162,878
Tennessee	\$176,988	Connecticut	\$166,186	1 *	
Connecticut	\$171,134	Washington	\$160,727	Nevada Georgia	\$160,000
Iowa		Texas	\$159,455		\$155,252
Nevada	\$170,544	Indiana	\$158,500	Connecticut	\$154,559
Texas	\$170,000		\$157,014	Washington	\$151,809
	\$168,000	lowa	\$154,556	Wyoming	\$150,000
Washington	\$167,505	Florida	\$154,140	Rhode Island	\$149,207
Georgia	\$167,210	Maryland	\$154,108	Texas	\$149,000
Maryland	\$166,908	Michigan	\$ 151,441	Florida	\$146,080
Rhode Island	\$165,726	Massachusetts	\$150,087	Arizona	\$145,000
Wyoming	\$165,000	Arizona	\$150,000	Maryland	\$144,908
Michigan	\$164,610	Louisiana	\$148,962	Massachusetts	\$144,694
Florida	\$162,200	Nebraska	\$145,251	lowa	\$143,897
Indiana	\$161,524	Arkansas	\$143,547	Louisiana	\$143,253
Massachusetts	\$160,984	Minnesota	\$143,054	Nebraska	\$141,428
Louisiana	\$159,064	Utah	\$141,550	Michigan	\$139,919
Arizona	\$155,000	Colorado	\$138,957	New Hampshire	\$139,871
Nebraska	\$152,895	South Carolina	\$137,753	Arkansas	\$138,982
Minnesota	\$151,820	Wisconsin	\$137.681	Alabama	\$134,943
New Hampshire	\$149,121	Missouri (30th)	\$134,685	Utah	\$134,800
Ulah	\$148,300	North Carolina	\$133,109	Minnesota	\$134,289
Arkansas	6149 109	Ohio	\$132,000	South Carolina	\$134,221
Missouri (33rd)	\$147,591	Kansas	\$131,518	Indiana	\$134,112
Wisconsin	\$145,942	Oklahoma	\$130,410	Colorado	\$133,228
Colorado	\$144,688	Kentucky	\$130,044	North Dakota	\$131,661
North Dakota	\$143,685	Oregon	\$127,820	Vermont	\$131,040
Ohio	\$141,600	Idaho	\$120,900	Wisconsin	\$129,887
South Carolina	\$141,286	New Mexico		Missouri (38th)	0107,001
North Carolina	\$138,896	Mississippi	\$118,682		
Vermont	\$137,842	Delaware	\$114,994	West Virginia	\$126,000
Oklahoma			N/A	North Carolina	\$125,875
	\$137,655	District of Columbia	N/A	Kentucky	\$124,620
West Virginia	\$136,000	Maine	N/A	Oklahoma	\$124,373
Kansas	\$135,905	Montana	N/A	Ohio	\$121,350
Kentucky	\$135,504	Nevada	N/A	Kansas	\$120,037
Oregon	\$130,688	New Hampshire	N/A	Oregon	\$119,468
South Dakota	\$125,370	North Dakota	N/A	Montana	\$117,600
Montana	\$124,949	Rhode Island	N/A	South Dakota	\$117,099
New Mexico	\$124,928	South Dakota	N/A	Maine	\$115,356
Maine	\$123,073	Vermont	N/A	Idaho	\$114,300
Mississippi	\$122,460	West Virginia	N/A	New Mexico	\$112,747
ldaho	\$121,900	Wuomine	N/A	Micricainni	\$112 128

^{\$121,900} Wyoming * This salary is for circuit judges. Associate circuit judges and commissioners make \$116,858.40.

Source: National Center for State Courts, www.nesc.org. Survey of Judicial Salaries, Jan. 1, 2014

Table 2. Judicial Salaries in Missouri Compared with States with +/- 6,000,000 in Population (as of July 1, 2013)

Chief Justice	Supreme Court Judge	Court of Appeals Judge	Trial Court Judge
Maryland - \$186,000	Tennessee - \$176,988	Tennessee - \$171,108	Tennessee - \$165,204
Tennessee - \$182,000	Maryland - \$166,908	Indiana - \$157,014	Arizona - \$145,060
Minnesota - \$167,000	Indiana - \$161,524	Maryland - \$154,108	Maryland - \$144,908
Mean (excluding MO) - \$168,500	Mean (excluding MO) - \$159,697	Mean (excluding MO) - \$152,161	Mean (excluding MO) - \$142,233
Indiana - \$162,000	Arizona - \$155,000	Arizona - \$150,000	Minnesota - \$134,289
Arizona - \$160,000	Minnesota - \$151,820	Minnesota - \$143,054	Indiana - \$134,112
Missouri - \$154,000	Missouri - \$147,591	Wisconsin - \$137,681	Wisconsin - \$129,887
Wisconsin - \$154,000	Wisconsin - \$145,942	Missouri - \$134,685	Missouri - \$127,020*

This salary is for circuit judges. Associate circuit judges and commissioners make \$116,858.40.
Source: National Center for State Courts, www.ncsc.org, Survey of Judicial Salaries, Jan. 1, 2014

Table 3. Judicial Salaries in Missouri Compared with States Adjacent to Missouri (as of July 1, 2013)

Chief Justice	Supreme Court Judge	Court of Appeals Judge	Trial Court Judge
Il)inois - \$213,552	Dtinois - \$213,552	Illinois - \$200,992	Illinois - \$184,436
Tennessee - \$182,000	Tennessee - \$176,988	Tennessee - \$171,108	Tennessee - \$165,204
lowa - \$179,000	Iowa - \$170,544	Iowa - \$154,556	lowa - \$143,897
Mean (excluding MO) - \$164,283	Mean (excluding MO) - \$158,894	Mean (excluding MO) - \$150,928	Mean (excluding MO) - \$142,872
Arkansas - \$160,000	Nebraska - \$152,895	Nebraska - \$145,251	Nebraska - \$141,428
Missouri - \$154,000	Arkansas - \$148,108	Arkansas - \$143,547	Arkansas - \$138,982
Nebraska - \$152,895	Missouri - \$147,591	Missouri - \$134,685	Missouri - 5127,020*
Okłahoma - \$147,000	Oklahoma - \$137,655	Kansas - \$131,518	Kentucky - \$124,620
Kentucky - \$140,504	Kansas - \$135,905	Oklahoma - \$130,410	Oklahoma - \$124,373
Kansas - \$139,310	Kentucky - \$135,504	Kentucky - \$130,044	Kansas - \$120,037

^{*} This salary is for circuit judges. Associate circuit judges and commissioners make \$116,858.40. Source: National Center for State Courts, www.nesc.org, Survey of Judicial Salaries, Jan. 1, 2014

Table 4. Effect of 2011 Judicial Retirement Changes: A 4-% Pay Decrease

	Current Pay	4-% Retirement Withholding	Net Pay after Retirement Withholding
Chief Justice	\$154,000	\$6,160	\$147,840
Supreme Court Judge	\$147,591	\$5,904	\$141,687
Court of Appeals Judge	\$134,685	\$5,387	\$129,298
Circuit Judge	\$127,020	\$5,081	\$121,939
Associate Circuit Judge	\$116,858	\$4,674	\$112,184

Source: National Center for State Courts, www.ncsc.org, Survey of Judicial Salaries, Jan. 1, 2014

Table 5. Missonri Comparison of Judicial Salaries with Private-Practice Attorneys' Median Salaries

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Position	Median		
Senior partner	\$200,000		
Partner	\$159,000		
Chief Justice	\$154,000		
Managing partner	\$150,000		
Supreme Court Judge	\$147,591		
Junior partner	\$135,000		
Court of Appeals Judge	\$134,685		
Circuit Court Judge	\$127,020		
Of Counsel	\$125,000		
Associate Circuit Judge	\$116,858		
All full-time private			
practice	\$97,000		
Sole practitioner	\$68,000		
Other	\$65,000		
Associate	\$62,000		
C 71 - 16 1 D F			

Source: The Missouri Bar Economic Survey-2013, www.mobar.org

Table 6. Top Missouri Law Firms, By Profits per Partner

Firm	Profits per Partner
Baker Sterchi Cowden & Rice	\$1,211,000
Dentons	\$958,000
Shook, Hardy & Bacon	\$830,000
Bryan Cave	\$803,300
Polsinelli	\$686,000
Armstrong Teasdale	\$587,300
Husch Blackwell	\$570,200
Lewis Rice & Fingersh	\$555,000
Thompson Coburn	\$549,000
Stinson Leonard Street	\$539,000
Ogletree, Deakins, Nash, Smoak & Stewart	\$530,000
Lathrop & Gage	\$482,000
Carmody MacDonald	\$482,000
Sandberg Phoenix & von Gontard	\$465,700
Greensfelder, Hemker & Gale	\$433,000
Spencer Fane Britt and Browne	\$389,000
Gilmore & Bell	\$367,300
Brown & James	\$360,000
McDowell Rice Smith & Buchanan	\$331,900
Evans & Dixon	\$238,000
Supreme Court Judge	\$147,591

Source: Missouri Lawyers Weekly, molawyersmedia.com, Money 20, 2013 list

Table 7. Median Net Income of Missouri Attorneys, by Age Group

Age in Years	Median Net Income*
36-45	\$75,000
46-55	\$100,000
56-65	\$112,500
66-75	\$100,000

^{*} The results include full-time and part-time total incomes, from respondents in both the private and public sectors, and income from members who are retired.

Source: The Missouri Bar Economic Survey-2013, www.mobar.org

Table 8. Public University President and Chancellor Salaries for Fiscal 2013

Institution	Base Salary
University of Missouri system (President)	\$453,347
University of Missouri-Columbia (Chancellor)	\$364,970
University of Missouri-St. Louis (Chancellor)	\$303,395
University of Missouri-Kansas City (Chancellor)	\$290,700
Missouri University of Science and Technology (Chancellor)	\$290,000
Missouri State University	\$275,000
University of Central Missouri	\$257,550
Northwest Missouri State University	\$238,500
Missouri Western State University	\$221,450
Truman State University	\$215,250
Southeast Missouri State University	\$211,009
Налтіs-Stowe State University	\$200,000
Lincoln University	\$200,000
Missouri Southern State University	\$185,400

Source: Missouri Department of Higher Education, dhe.mo.gov/data, 2014 President's & Chancellor's Compensation Survey

Table 9 Missour	Doblie Cabasi	District Sancriates	Jana Caladaa

Tat	le 9. Missouri Public School District Supe	rintendent Salaries			
	District Name	Salary	29	Valley Park	\$178,880
L	Lee's Summit R-VII	\$258,660	30	Ft. Zumwalt R-II	\$177,315
2	Kirkwood R-VII	\$257,220	31	Joplin Schools	\$175,000
3	Kansas City 33	\$250,000	32	Jennings	\$175,000
4	Fox C-6	\$246,824	33	Riverview Gardens	\$172,507
5	Rockwood R-VI	\$234,600	34	Fort Osage R-I	\$172,000
6	Special Sch. Dist. of St. Louis Co.	\$233,700	35	Grandview C-4	\$171,887
1	Lindbergh Schools	\$233,698	36	Troy R-III	\$170,000
8	North Kansas City 74	\$233,322	37	Branson R-IV	\$169,877
9	Parkway C-2	\$227,000	38	Raymore-Peculiar R-II	\$169,200
10	St. Louis City	\$225,004	39	Ritenour	\$169,000
11	Blue Springs R-IV	\$225,000	40	Ozark R-VI	\$167,935
12	Independence 30	\$222,600	41	Affton 101	\$167,000
13	Wentzville R-IV	\$221,769	42	Festus R-Vi	\$165,500
14	Pattonville R-III	\$218,129	43	Center 58	\$165,172
15	Ferguson-Florissant R-11	\$217,644	44	Potosi R-III	\$162,750
16	Clayton	\$215,000	45	Belton 124	\$161,635
17	Orchard Farm R-V	\$203,057	46	Maplewood-Richmond Heights	\$160,000
18	Francis Howell R-III	\$195,993	47	Excelsior Springs 40	\$159,650
19	Columbia 93	\$195,992	48	Kingston K-14	\$159,600
20	Normandy	\$194,855	49	Carthage R-IX	\$159,415
21	University City	\$192,238	50	Springfield R-XII	\$159,333
22	Ladue	\$190,900	51	Hancock Piace	\$156,000
23	Jefferson City	\$189,500	52	Ste. Genevieve Co. R-II	\$155,000
24	St. Charles R-VI	\$185,000	53	Windsor C-1	\$154,627
25	Webster Groves	\$181,500			
26	Northwest R-I	\$180,369			
27	Raytown C-2	\$180,353			
28	Park Hill	\$180,000			
-					

Source: Missouri Department of Elementary & Secondary Education, mods.dese.mo.gov/quickfacts, Superintendent Salaries (District) spreadsheet

Table 10. Comparison of Missouri Judicial Salaries with Their Federal Correspondents

	FY14 Missouri	80% of FY14 Federal	FY14 Federal	L
Chief Justice	\$154,000	\$204,400	\$255,500	Ĺ
Supreme Court	\$147,591	\$195,520	\$244,400	
Appellate	\$134,685	\$168,960	\$211,200	
Circuit Court/Federal District Court	\$127,020	\$159,280	\$199,100	
Associate Circuit/Federal Magistrate	\$116,858	\$146,538	\$183,172	

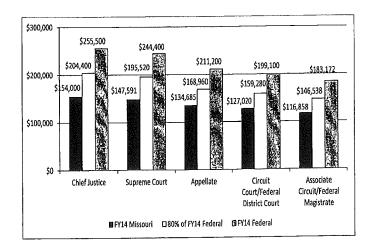


Table 11. Statewide Elected Officials and Legislature Salaries in Missourl Compared with Highest, Lowest, and Adjacent States to Missouri (as of February 2014)

Governor	Lientenant Governor	Secretary of State	State Auditor	State Treasurer	Attorney General	State Legislator
Pennsylvania	Pennsylvania	Tennessee	Texas	Tennessee	Tennessee	California
(highest)	(highest)	(highest)	(highest)	(highest)	(highest)	(highest)
\$187,818	\$157,765	\$190,260	\$198,000	\$190,260	\$176,988	\$90,526
Tennessee	Tennessee	Tennessee	Tennessee	Tennessee	Tennessee	Tennéssée
\$181,980	\$60,609	\$190,260	\$190,260	\$190,260	\$176,988	\$20,203
Illinois	Illinois	Illinois	Illinois	Illinois	Illinois	Illinois
\$177,412	\$135,669	\$156,541	\$151,035	\$135,669	\$156,541	\$67,836
Oklahoma	Oklahoma	Oklahorna	Oklahoma	Oklahoma	Oklahoma	Okłahoma
\$147,000	\$114,713	\$140,000	\$114,713	\$114,713	\$132,825	\$38,400
Kentucky	Kentucky	Kentucky	Kentucky	Kentucky	Kentucky	Kentucky
\$138,012	\$117,329	\$117,329	\$117,329	\$117,329	\$117,329	\$18,634
Missouri	Missouri	Missouri	Missouri	Missouri	Missouri	Missouri
\$133,821	\$86,484	\$107,746	S107,746	\$107,746	\$116,437	\$35,915
Iowa	lowa	lowa	lowa	lowa	Iowa	lowa
\$130,000	\$103,212	\$103,212	\$103,212	\$103,212	\$123,669	\$25,000
Nebraska	Nebraska	Nebraska	Nebraska	Nebraska	Nebraska	Nebraska
\$105,000	\$75,000	\$85,000	\$85,000	\$85,000	\$95,000	\$12,000
Kansas	Kansas	Kansas	Kenses	Kansas	· Kansas	Kansas
\$99,636	\$54,000	\$86,003	N.A.	\$86,003	\$98,901	\$10,639
Arkansas	Arkansas	Arkensas	Arkensas	Arkansas	Arkansas	Arkansas
\$86,890	\$41,896	\$54,305	\$54,305	N.A.	\$72,408	\$15,869
Maine	Texas	Arkansas	Arkansas	Colorado	Arkansas	South Dakota
(lowest)	(lowest)	(lowest)	(lowest)	(lowest)	(lowest)	(lowest)
\$70,000	\$7,200	\$54,305	\$54,305	\$68,500	\$72,408	\$6,000

Source: The Council of State Governments, www.csg.org, The Book of the States, February, 2014

	Highest Salary	Missouri	Lowest Salary
Governor	\$187,818	\$133,821	\$70,000
Lieutenant Governor	\$157,765	\$86,484	\$7,200
Secretary of State	\$190,260	\$107,746	\$54,305
State Auditor	\$198,000	\$107,746	\$54,305
State Treasurer	\$190,260	\$107,746	\$68,500
Attorney General	\$176,988	\$116,437	\$72,408
State Legislator	\$90,526	\$35,915	\$6,000

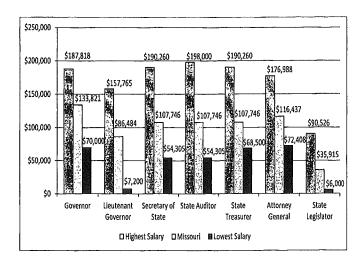


Table 12. Annual Estimates of the Population for the States: July 1, 2013

			nal Center for Sta les, Jan, 1, 2014	te Courts, www.neso	c.org, Survey of
	2013 Pop.	Chief	Supreme Court	Court of Appeals	
STATE	Estimates	Justice	Judge	Judge	Trial Court Judge
California	38,332,521				
Texas	26,448,193				
New York	19,651,127				
Florida	19,552,860				
Illinois	12,882,135	\$213,552	\$213,552	\$200,992	\$184,436
Pennsylvania	12,773,801				
Ohio	11,570,808				
Georgia	9,992,167				
Michigan	9,895,622				
North Carolina	9,848,060				
New Jersey	8,899,339				
Virginia	8,260,405				
Washington	6,971,406				
Massachusetts	6,692,824				
Arizona	6,626,624	\$160,000	\$155,000	\$150,000	\$145,000
Indiana	6,570,902	\$162,000	\$161,524	\$157,014	\$134,112
Tennessee	6,495,978	\$182,000	\$176,988	\$171,108	\$165,204
Missouri	6,044,171				
Maryland	5,928,814	\$186,000	\$166,908	\$154,108	\$144,908
Wisconsin	5,742,713	\$154,000	\$145,942		\$129,887
Minnesota	5,420,380	\$167,000	\$151,820	\$143,054	\$134,289
Colorado	5,268,367				
Alabama	4,833,722				
South Carolina	4,774,839				
Louisiana	4,625,470				
Kentucky	4,395,295	\$140,504	\$135,504	\$130,044	\$124,620
Oregon	3,930,065				
Oklahoma	3,850,568	\$147,000	\$137,655	\$130,410	\$124,373
Connecticut	3,596,080				
lowa	3,090,416	\$179,000	\$170,544	\$154,556	\$143,897
Mississippi	2,991,207				
Arkansas	2,959,373	\$160,000	\$148,108	\$143,547	\$138,982
Utah	2,900,872	1			
Kansas	2,893,957	\$139,310	\$135,905	\$131,518	\$120,037
Nevada	2,790,136				
New Mexico	2,085,287				
Nebraska	1.868,516	\$152,895	\$152,895	\$145,251	\$141.428

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Continued from previous page

		Source: National Center for State Courts, www.ncsc.org, Survey of Judicial Salaries, Jan. 1, 2014			
	2013 Pop.	Chief	Supreme Court	Court of Appeals	
STATE	Estimates	Justice	Judge	Judge	Trial Court Judge
West Virginia	1,854,304				
Idaho	1,612,136				
Hawaii	1,404,054				
Maine	1,328,302				
New Hampshire	1,323,459				
Rhode Island	1,051,511				
Montana	1,015,165				
Delaware	925,749				
South Dakota	844,877				
Alaska	735,132				
North Dakota	723,393				
District of					
Columbia	646,449				
Vermont	626,630				
Wyoming	582,658				
Consented Citation					

Suggested Citation:

Table I. Annual Estimates of the Population for the United States, Regions, States, and Puerto Rico: April 1, 2010 to July 1, 2013 (NST-EST2013-01)

Source: U.S. Census Bureau, Population Division

Release Date: December 2013

F. PAST COMPENSATION PLANS

Year	Commission Recommendation	General Assembly Action	COLA for average state workers
1996	For fiscal 1998, set judicial salaries at: Chief Justice \$122,500 Supreme Court Judge \$120,000 Court of Appeals Judge \$120,000 Circuit Judge \$105,000 Associate Circuit Judge \$99,000 For fiscal 1999, recommend judges receive a COLA as appropriated by the legislature and approved by the Governor.	The General Assembly disapproved the report (SCR 3 passed; HCR 3 failed) but, through the appropriations process, granted COLA's of 2.9 % for fiscal 1998 and about 5.1 % for fiscal 1999.	For fiscal 1998, granted 1 % plus a one or two step increase. For fiscal 1999, granted 1 % plus a one or two step increase.
1998	For fiscal 2000, set judicial salaries at: Chief Justice \$122,500 Supreme Court Judge \$120,000 Court of Appeals Judge \$112,000 Circuit Judge \$105,000 Associate Circuit Judge \$93,000 For fiscal 2001, set judicial salaries at: Chief Justice \$128,500 Supreme Court Judge \$126,000 Court of Appeals Judge \$118,000 Circuit Judge \$111,000 Associate Circuit Judge \$99,000	The General Assembly did not disapprove the report (both HCR 6 and SCR 9 failed), which became effective July 1, 1999. The General Assembly appropriated the salaries as recommended for fiscal year 2000, but the Governor vetoed the appropriation. For fiscal 2001, the legislature appropriated salaries at: Chief Justice \$125,500 Supreme Court Judge \$123,000 Court of Appeals Judge \$115,000 Circuit Judge \$108,000 Associate Circuit Judge \$96,000	For fiscal 2000, granted a 1 % plus a one or two step increase. For fiscal 2001, granted \$600 plus a one step increase effective July 1, 2000, plus another \$420 effective January 1, 2001.
2000	For fiscal 2002 and again in fiscal 2003 each judge to receive a 5.5 % increase in base salary. For fiscal 2002 only, associate circuit judges to receive an additional \$1,000.	The General Assembly disapprove the report (SCR 2 passed: HCR 7 and 8 failed) and did not appropriate any COLA's.	The previous \$420 COLA continued for the remainder of fiscal 2002. No COLA granted for fiscal 2003
2002	For fiscal 2004 and again in fiscal 2005, each judge to receive a \$6,000 increase in base salary.	The General Assembly disapproved the report (SCR I passed; HCR 4 failed) and did not appropriate any COLA's.	For fiscal 2004, granted \$50 to only those carning less than \$40,000 annually, For fiscal 2005, granted \$1,200
2004	No Commission members were appointed, so there was no commission	Because there was no commission, there no report. No COLA was appropriated separately.	For fiscal 2006, no COLA For fiscal 2007, granted 4 %

2006	For FY08 each judge to receive an increase of \$1200.00 plus 4 % (the same amounts received as COLA by average state workers since 2000). Associate circuit judges to receive an additional \$2,000.00. Each judge also to receive any COLA recommended for average state workers for fiscal 2008. For fiscal 2009, each judge to receive any COLA recommended for average state workers for fiscal 2009.	The General Assembly did not disapprove the report (both HCR3 and SCR 4 failed) which became effective July 1, 2007. All increases, including the COLAs for each fiscal year were appropriated as recommended.	For Fiscal 2008 granted 3 %. For Fiscal 2009 granted 3 %
2008	Each judge to receive any COLA increase recommended for the average state worker. Associate circuit judges to receive a \$1,500 increase in FY09 and again in FY10	The General Assembly disapproved the report (FICR5 passed/SCR 6 failed) and did not appropriate the COLAs	No COLAs granted for either fiscal year 2010 and 2011
2010	For FY13 judicial salaries set at: Chief Justice \$154,215 Supreme Court Judges \$147,591 Court of Appeals \$134,685 Circuit Judges \$127,020 Associate Circuit Judges \$116,838.40 Missouri judge salaries are indexed to their federal counterparts	The General Assembly did not disapprove the report and therefore increases for FY13 and FY15 were appropriated as approved.	Fiscal 2012 a 2 % granted for employees making less than \$70,000. Fiscal 2013 a general structure adjustment for January 1, 2014 for \$500 for all employees was appropriated and approved
2012	No Commission members were appointed, therefore no commission	There was no commission; therefore no report. No COLA was appropriated separately.	Fiscal 2014 a \$500 per year per employee granted. Fiscal 2015 a general structure adjustment for January 1, 2015 for 1% for all employees is appropriated.